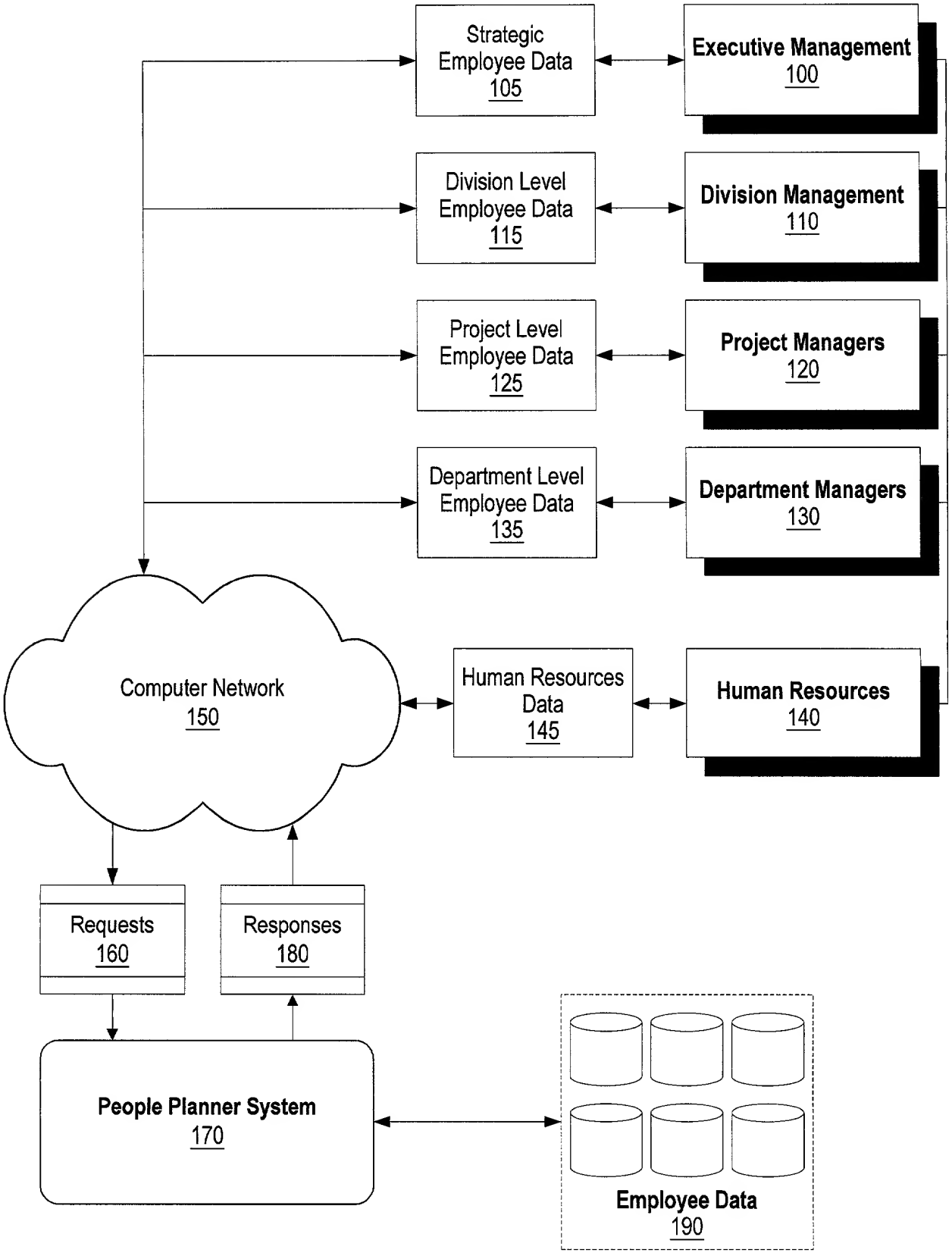
Strategic Employee Data 105
Executive Management 100
Division Level Employee Data 115
Division Management 110
Project Level Employee Data 125
Project Managers 120
Department Level Employee Data 135
Department Managers 130
Computer Network 150
Human Resources Data 145
Human Resources 140
Requests 160
Responses 180
People Planner System 170
Employee Data 190

Figure 1

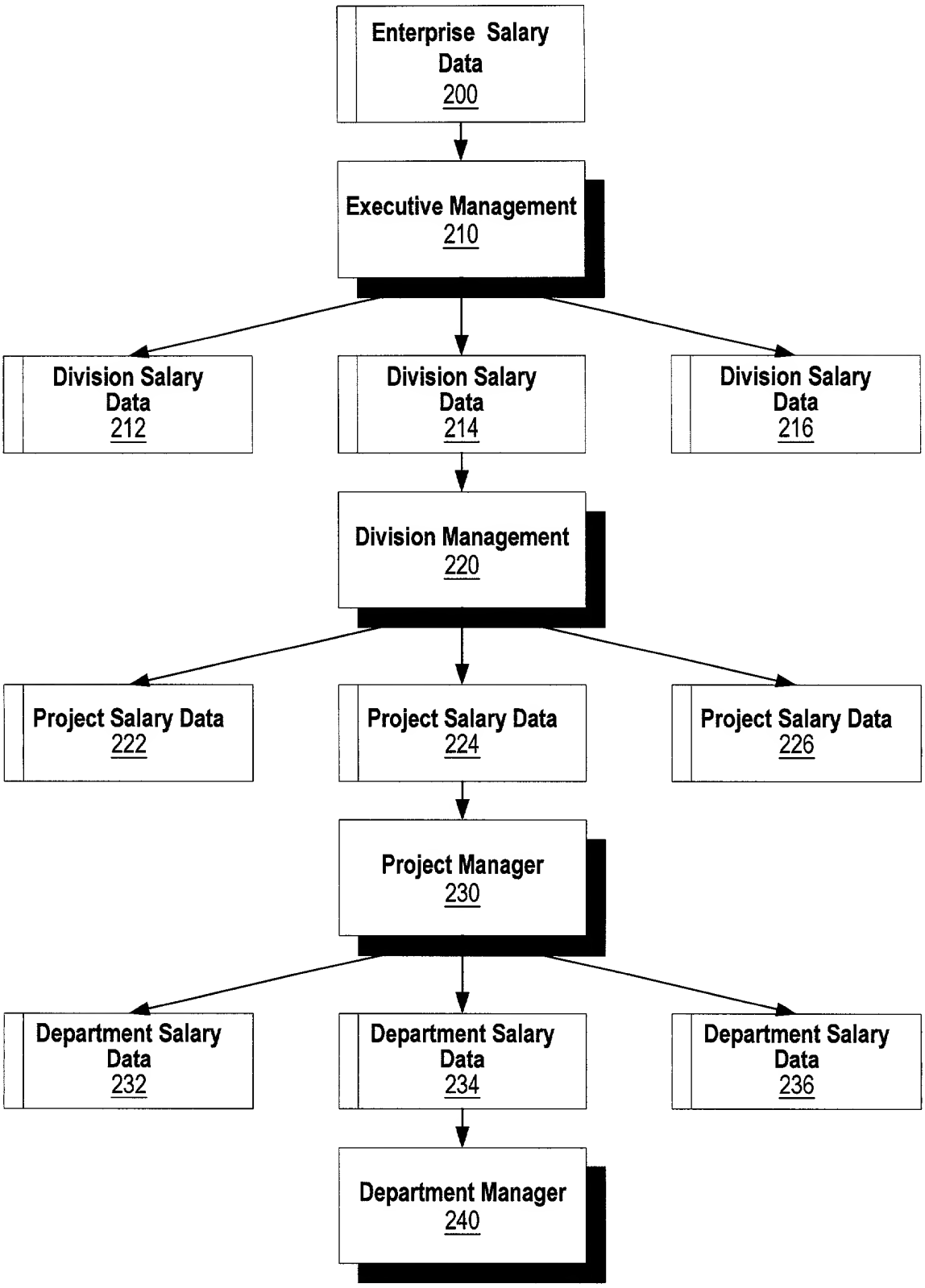
Enterprise Salary Data 200
Executive Management 210
Division Salary Data 212
Division Salary Data 214
Division Salary Data 216
Division Management 220
Project Salary Data 222
Project Salary Data 224
Project Salary Data 226
Project Manager 230
Department Salary Data 232
Department Salary Data 234
Department Salary Data 236
Department Manager 240

Figure 2

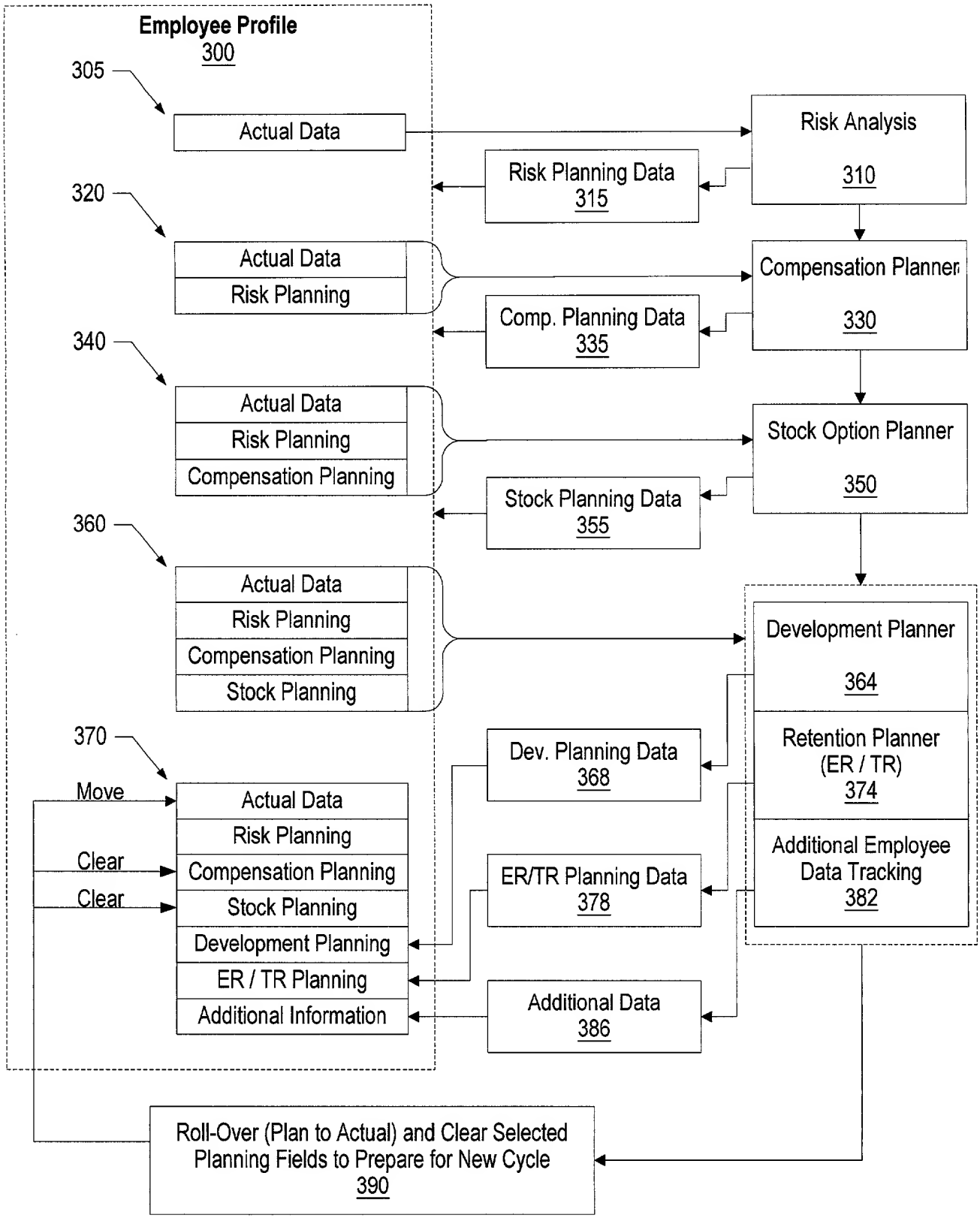
Employee Profile
300
305
Actual Data
Risk Analysis
310
Risk Planning Data
315
320
Actual Data
Risk Planning
Compensation Planner
330
Comp. Planning Data
335
340
Actual Data
Risk Planning
Compensation Planning
Stock Option Planner
350
Stock Planning Data
355
360
Actual Data
Risk Planning
Compensation Planning
Stock Planning
Development Planner
364
Retention Planner
(ER / TR)
374
Additional Employee
Data Tracking
382
370
Dev. Planning Data
368
ER/TR Planning Data
378
Additional Data
386
Move
Clear
Clear
Actual Data
Risk Planning
Compensation Planning
Stock Planning
Development Planning
ER / TR Planning
Additional Information
Roll-Over (Plan to Actual) and Clear Selected
Planning Fields to Prepare for New Cycle
390

Figure 3

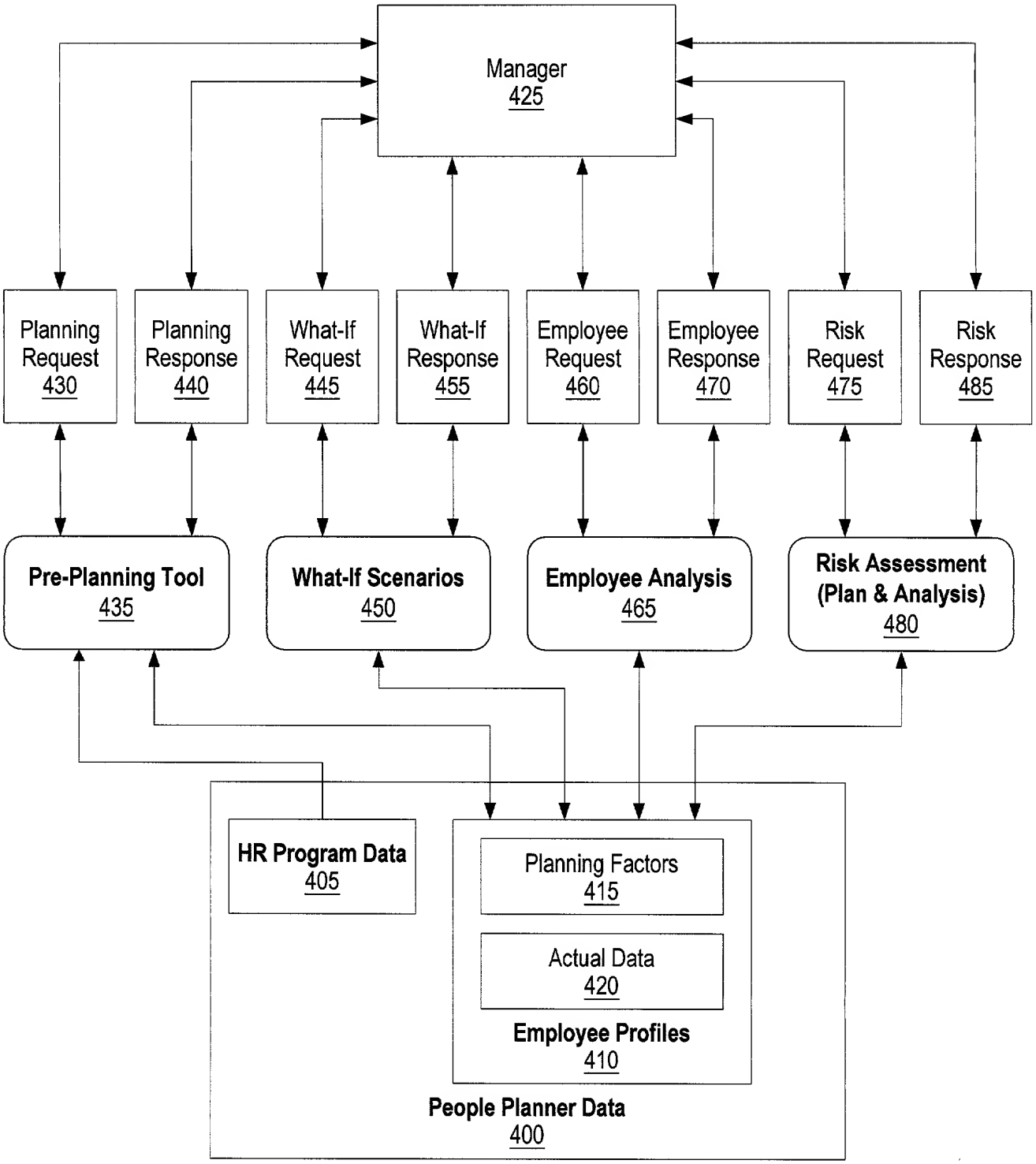
Manager
425
Planning Request
430
Planning Response
440
What-If Request
445
What-If Response
455
Employee Request
460
Employee Response
470
Risk Request
475
Risk Response
485
Pre-Planning Tool
435
What-If Scenarios
450
Employee Analysis
465
Risk Assessment (Plan & Analysis)
480
HR Program Data
405
Planning Factors
415
Actual Data
420
Employee Profiles
410
People Planner Data
400

Figure 4

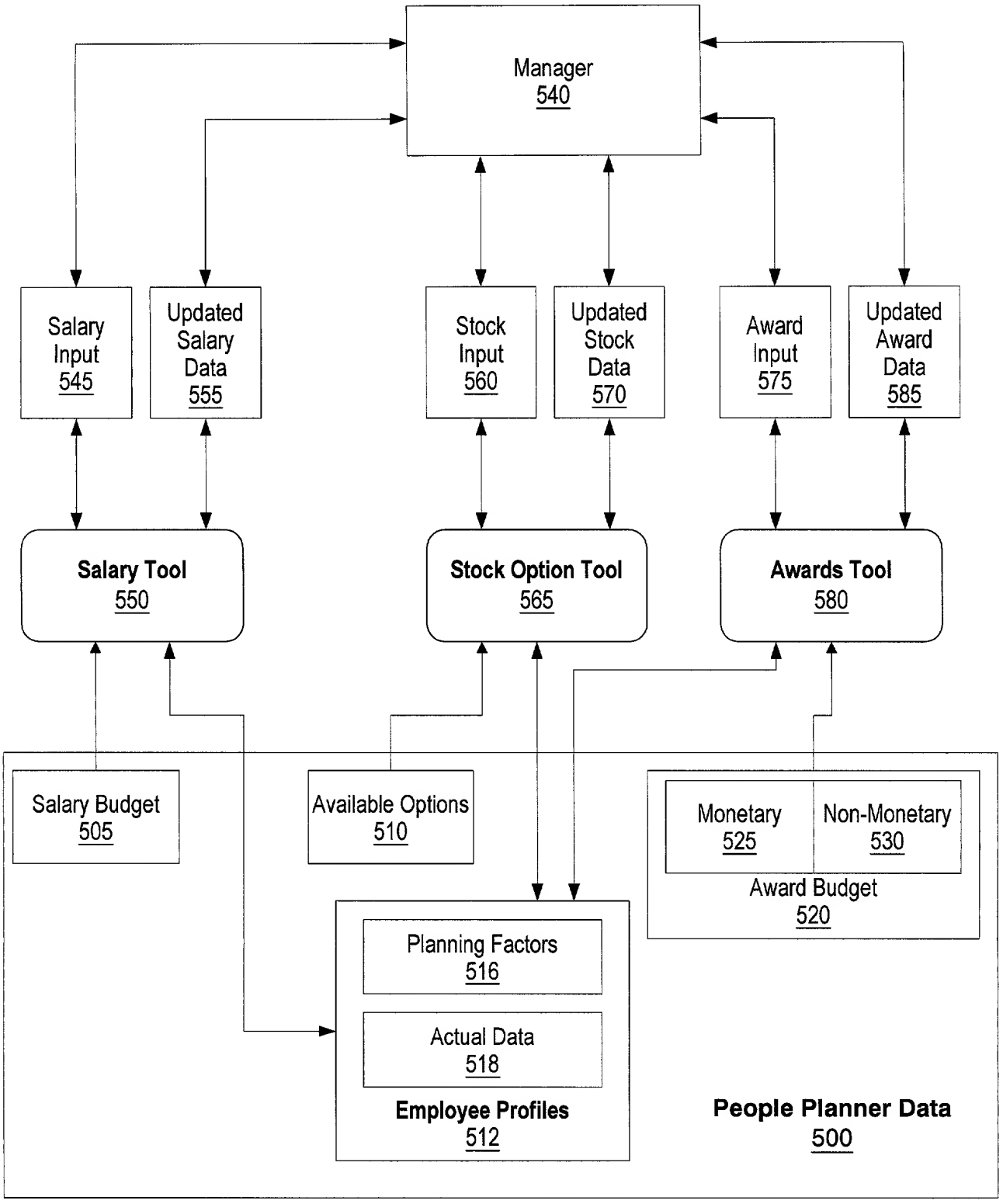
Manager
540
Salary Input
545
Updated Salary Data
555
Stock Input
560
Updated Stock Data
570
Award Input
575
Updated Award Data
585
Salary Tool
550
Stock Option Tool
565
Awards Tool
580
Salary Budget
505
Available Options
510
Monetary
525
Non-Monetary
530
Award Budget
520
Planning Factors
516
Actual Data
518
Employee Profiles
512
People Planner Data
500

Figure 5

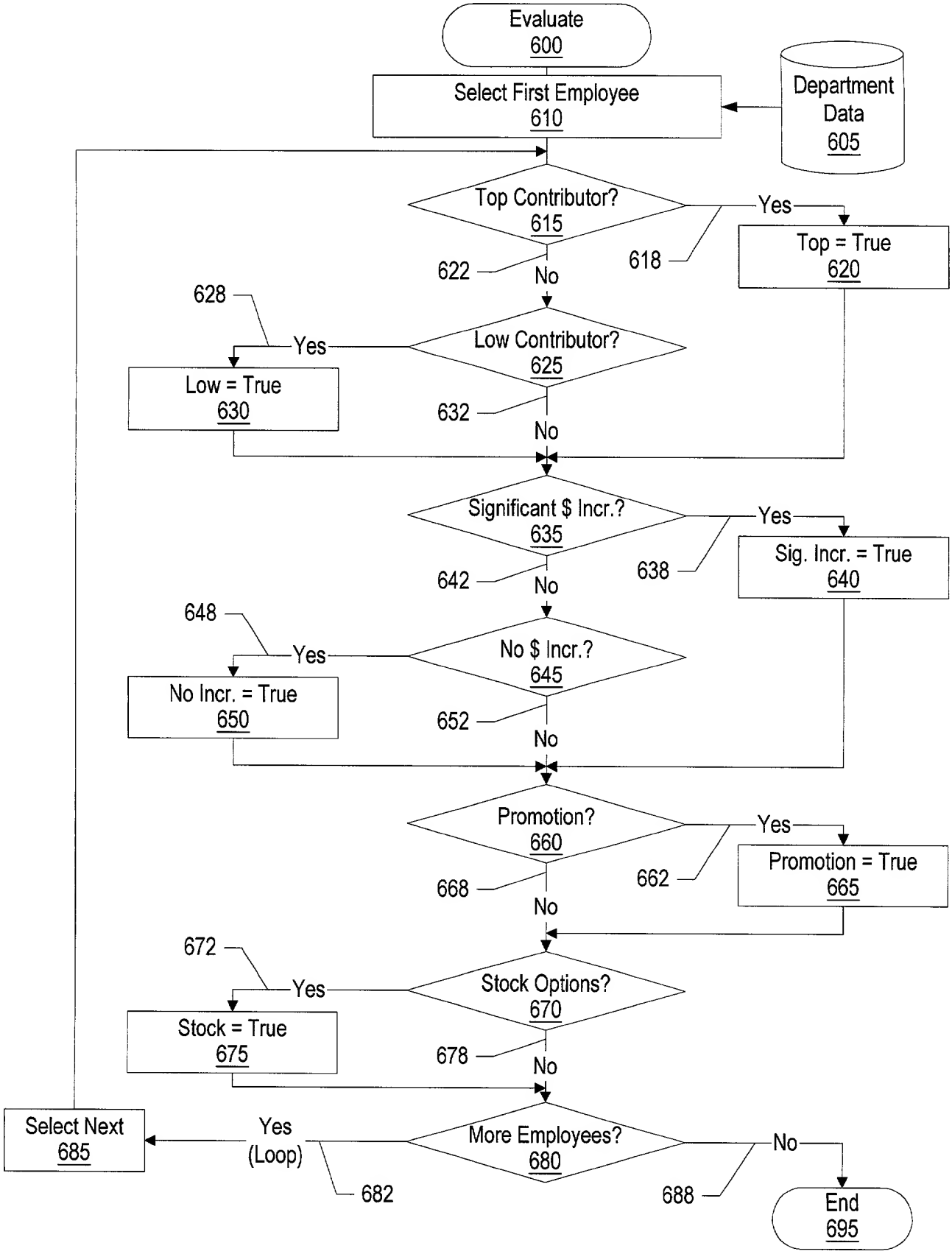
Evaluate
600
Select First Employee
610
Department Data
605
Top Contributor?
615
Yes
618
Top = True
620
622
No
628
Low Contributor?
625
Yes
Low = True
630
632
No
Significant $ Incr.?
635
Yes
638
Sig. Incr. = True
640
642
No
648
No $ Incr.?
645
Yes
No Incr. = True
650
652
No
Promotion?
660
Yes
662
Promotion = True
665
668
No
672
Stock Options?
670
Yes
Stock = True
675
678
No
Select Next
685
Yes
(Loop)
More Employees?
680
No
682
688
End
695

Figure 6

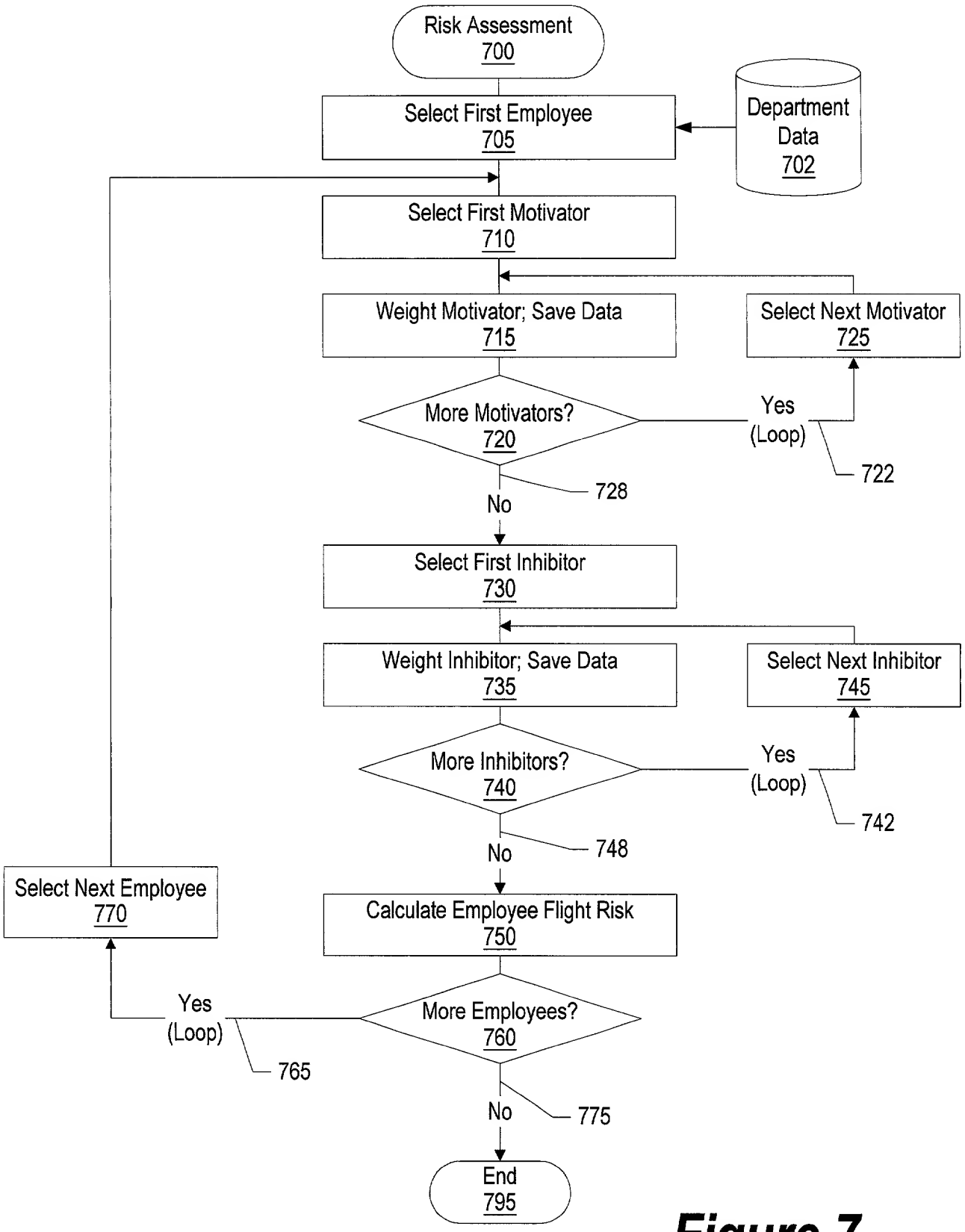
Risk Assessment
700
Department Data
702
Select First Employee
705
Select First Motivator
710
Weight Motivator; Save Data
715
Select Next Motivator
725
More Motivators?
720
Yes
(Loop)
722
728
No
Select First Inhibitor
730
Weight Inhibitor; Save Data
735
Select Next Inhibitor
745
More Inhibitors?
740
Yes
(Loop)
742
748
No
Select Next Employee
770
Calculate Employee Flight Risk
750
Yes
(Loop)
More Employees?
760
765
No
775
End
795

Figure 7

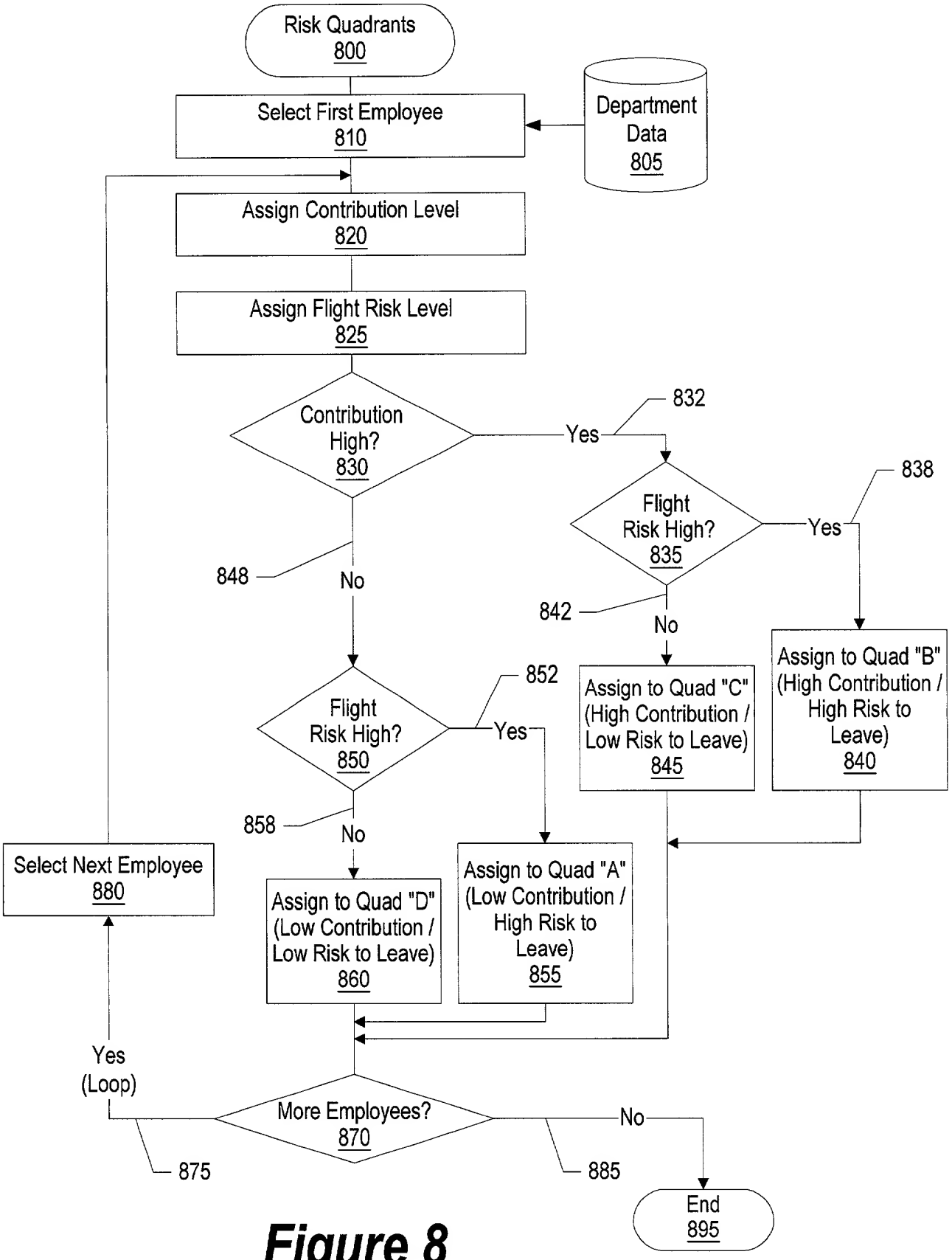
Risk Quadrants
800
Department Data
805
Select First Employee
810
Assign Contribution Level
820
Assign Flight Risk Level
825
Contribution High?
830
Yes
832
No
848
Flight Risk High?
835
Yes
838
No
842
Assign to Quad "B" (High Contribution / High Risk to Leave)
840
Assign to Quad "C" (High Contribution / Low Risk to Leave)
845
Flight Risk High?
850
Yes
852
No
858
Assign to Quad "A" (Low Contribution / High Risk to Leave)
855
Assign to Quad "D" (Low Contribution / Low Risk to Leave)
860
Select Next Employee
880
Yes (Loop)
875
More Employees?
870
No
885
End
895

Figure 8

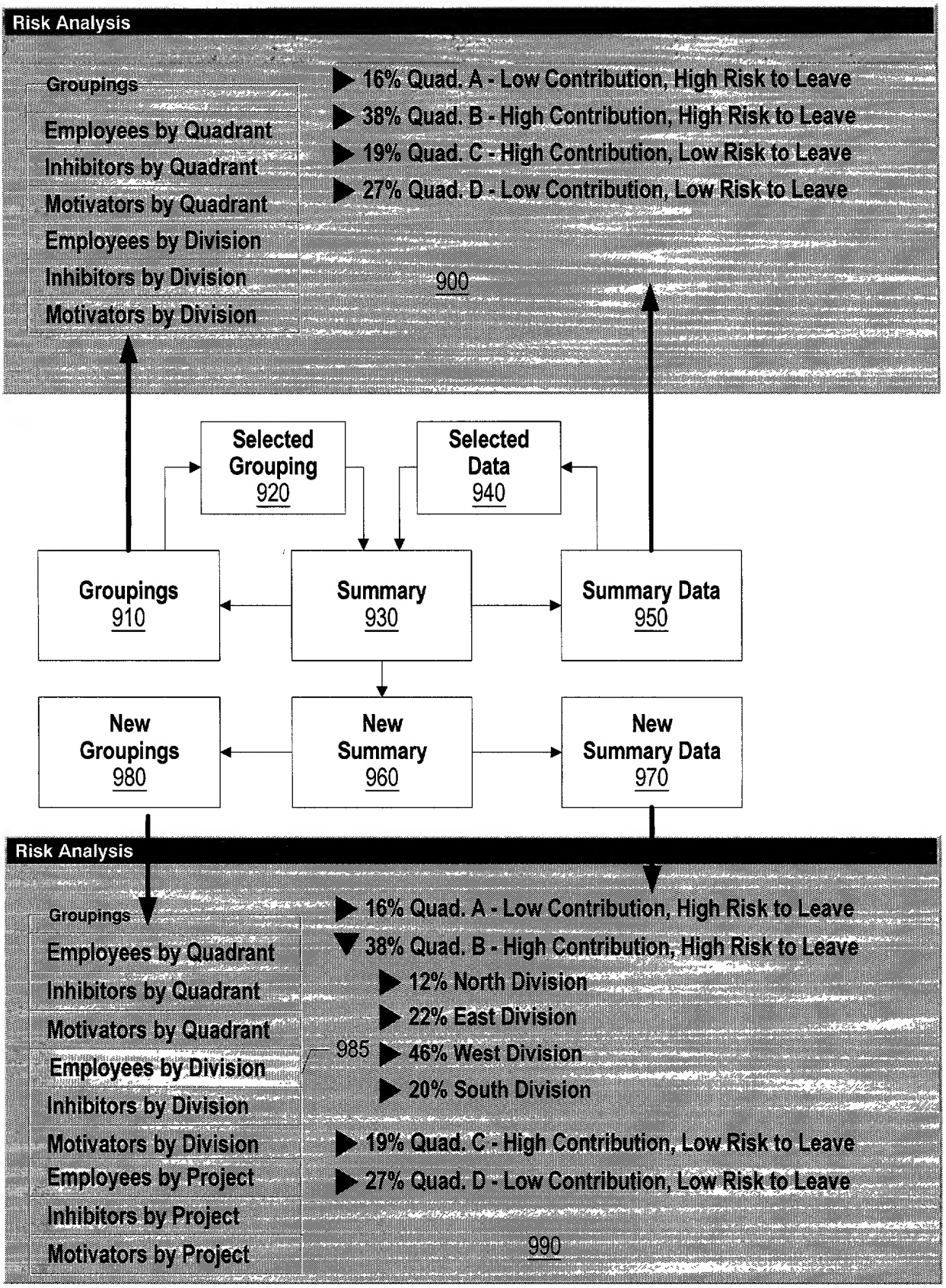
Risk Analysis
Groupings
Employees by Quadrant
Inhibitors by Quadrant
Motivators by Quadrant
Employees by Division
Inhibitors by Division
Motivators by Division
16% Quad. A - Low Contribution, High Risk to Leave
38% Quad. B - High Contribution, High Risk to Leave
19% Quad. C - High Contribution, Low Risk to Leave
27% Quad. D - Low Contribution, Low Risk to Leave
900
Selected Grouping 920
Selected Data 940
Groupings 910
Summary 930
Summary Data 950
New Groupings 980
New Summary 960
New Summary Data 970
Risk Analysis
Groupings
Employees by Quadrant
Inhibitors by Quadrant
Motivators by Quadrant
Employees by Division
Inhibitors by Division
Motivators by Division
Employees by Project
Inhibitors by Project
Motivators by Project
16% Quad. A - Low Contribution, High Risk to Leave
38% Quad. B - High Contribution, High Risk to Leave
12% North Division
22% East Division
985
46% West Division
20% South Division
19% Quad. C - High Contribution, Low Risk to Leave
27% Quad. D - Low Contribution, Low Risk to Leave
990

Figure 9

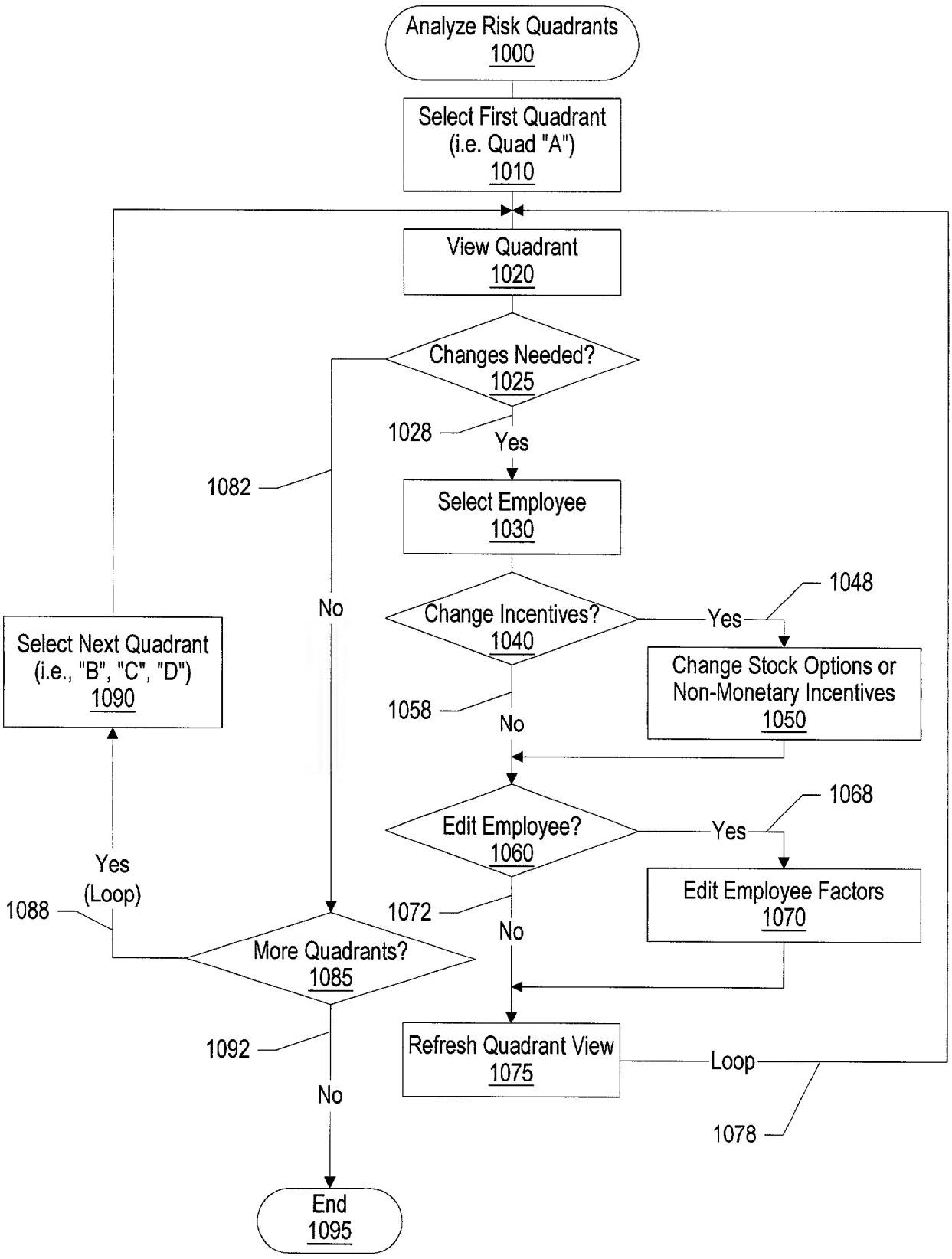
Analyze Risk Quadrants
1000
Select First Quadrant
(i.e. Quad "A")
1010
View Quadrant
1020
Changes Needed?
1025
1028
Yes
1082
Select Employee
1030
No
Change Incentives?
1040
1048
Yes
Change Stock Options or
Non-Monetary Incentives
1050
1058
No
Edit Employee?
1060
1068
Yes
Edit Employee Factors
1070
1072
No
Select Next Quadrant
(i.e., "B", "C", "D")
1090
Yes
(Loop)
1088
More Quadrants?
1085
1092
No
Refresh Quadrant View
1075
Loop
1078
End
1095

Figure 10

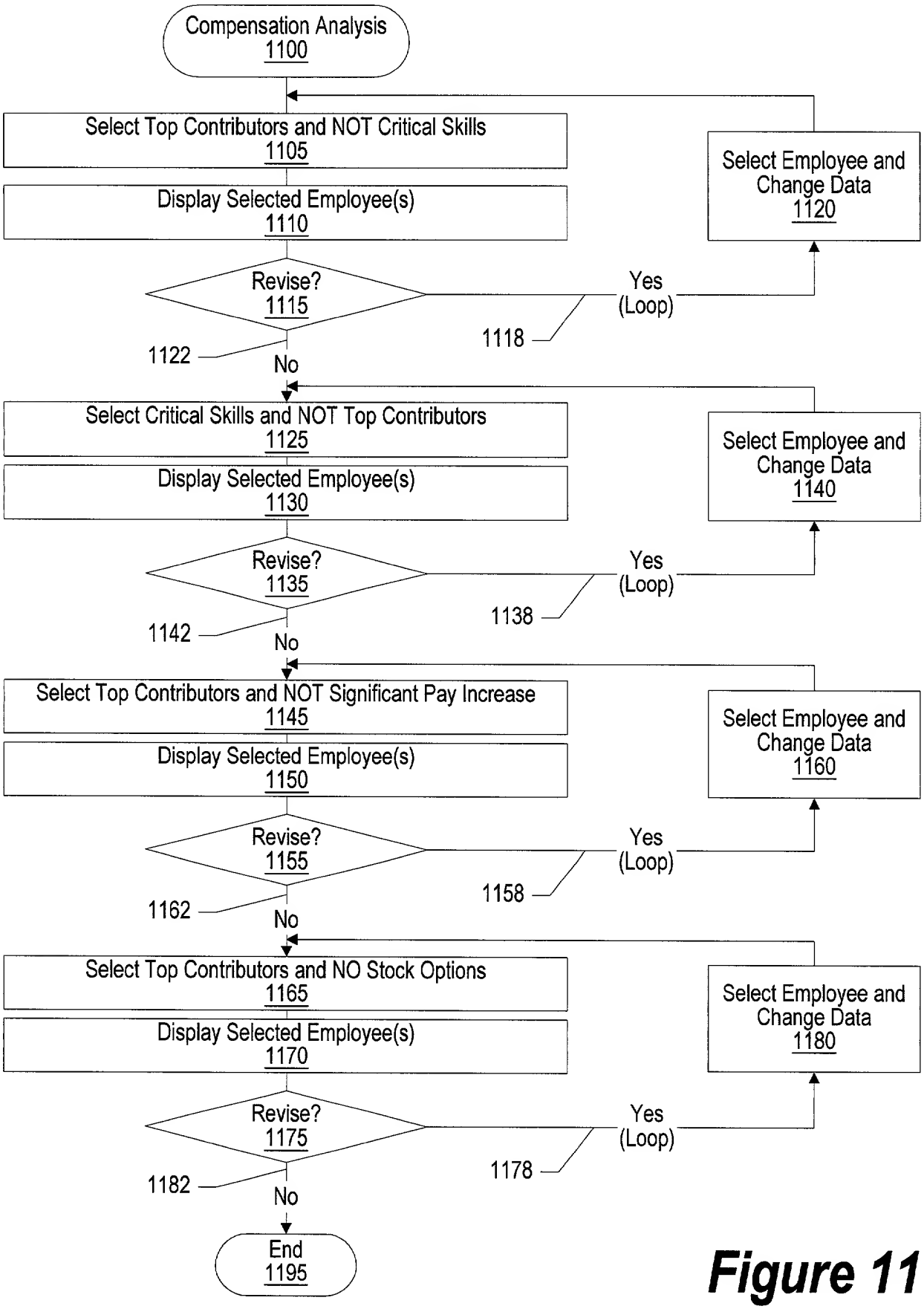
Compensation Analysis
1100
Select Top Contributors and NOT Critical Skills
1105
Display Selected Employee(s)
1110
Revise?
1115
Yes
(Loop)
1118
Select Employee and Change Data
1120
1122
No
Select Critical Skills and NOT Top Contributors
1125
Display Selected Employee(s)
1130
Revise?
1135
Yes
(Loop)
1138
Select Employee and Change Data
1140
1142
No
Select Top Contributors and NOT Significant Pay Increase
1145
Display Selected Employee(s)
1150
Revise?
1155
Yes
(Loop)
1158
Select Employee and Change Data
1160
1162
No
Select Top Contributors and NO Stock Options
1165
Display Selected Employee(s)
1170
Revise?
1175
Yes
(Loop)
1178
Select Employee and Change Data
1180
1182
No
End
1195

Figure 11

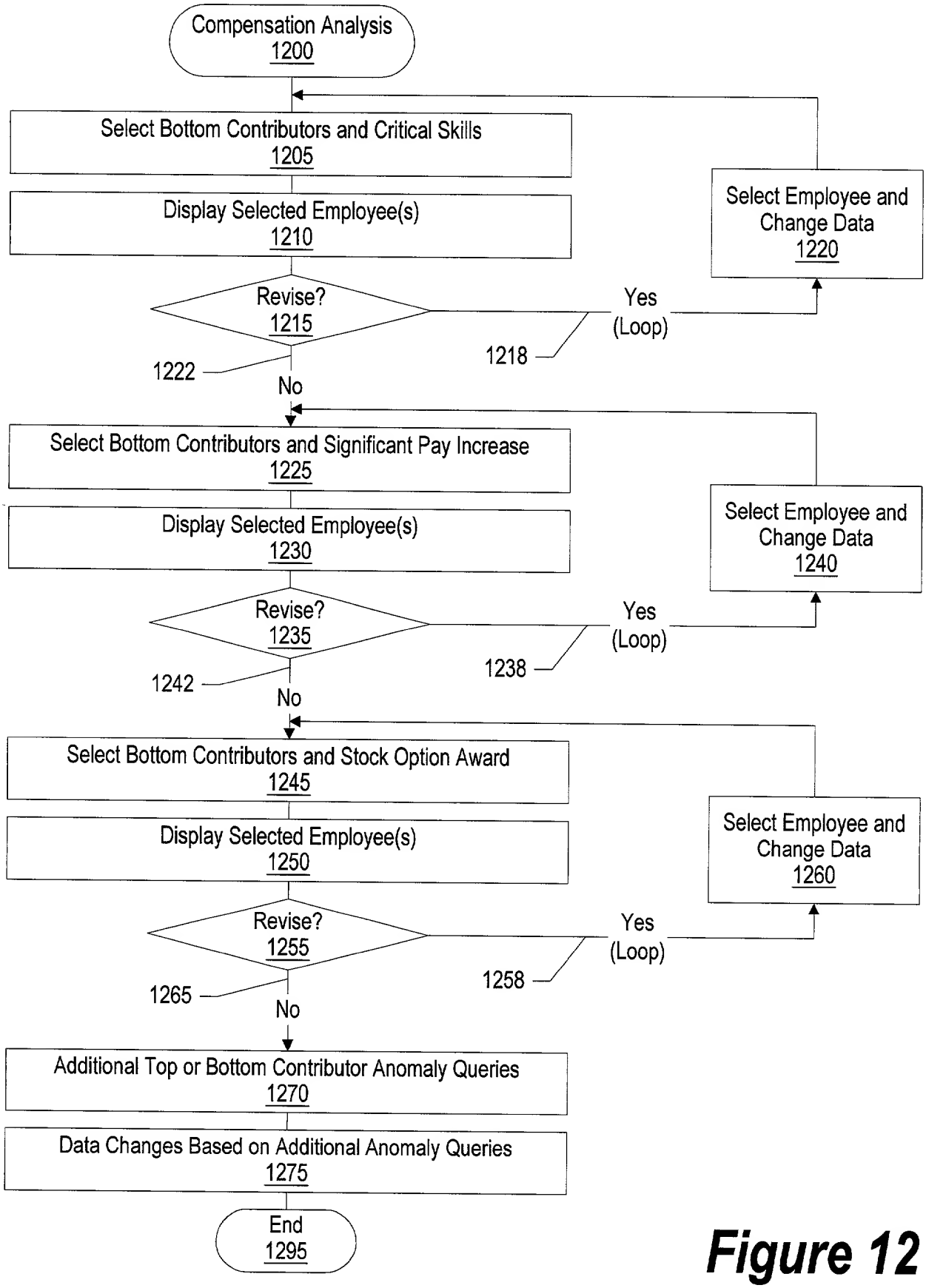
Compensation Analysis
1200
Select Bottom Contributors and Critical Skills
1205
Display Selected Employee(s)
1210
Revise?
1215
Yes
(Loop)
1218
Select Employee and Change Data
1220
1222
No
Select Bottom Contributors and Significant Pay Increase
1225
Display Selected Employee(s)
1230
Revise?
1235
Yes
(Loop)
1238
Select Employee and Change Data
1240
1242
No
Select Bottom Contributors and Stock Option Award
1245
Display Selected Employee(s)
1250
Revise?
1255
Yes
(Loop)
1258
Select Employee and Change Data
1260
1265
No
Additional Top or Bottom Contributor Anomaly Queries
1270
Data Changes Based on Additional Anomaly Queries
1275
End
1295

Figure 12

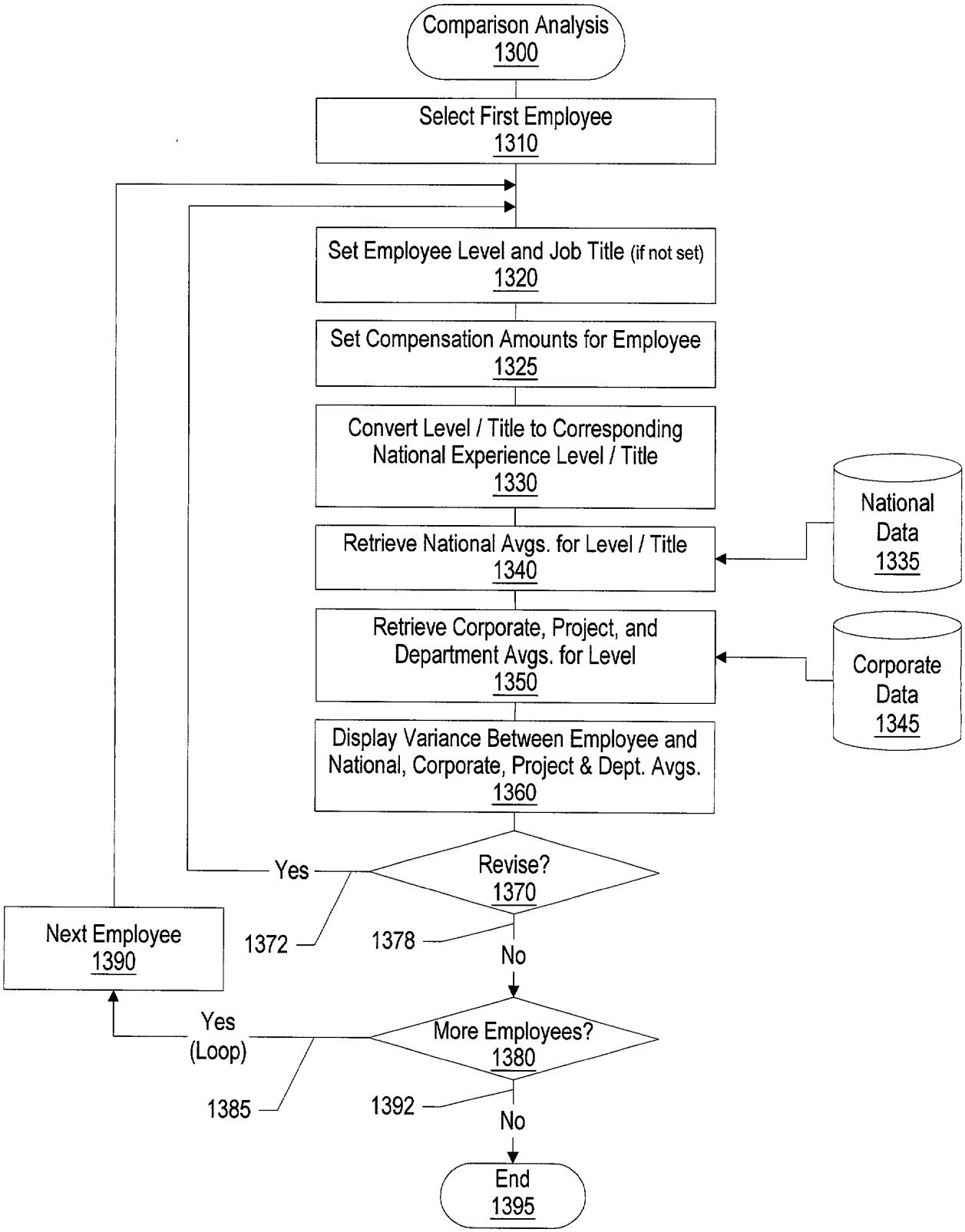
Comparison Analysis
1300
Select First Employee
1310
Set Employee Level and Job Title (if not set)
1320
Set Compensation Amounts for Employee
1325
Convert Level / Title to Corresponding National Experience Level / Title
1330
Retrieve National Avgs. for Level / Title
1340
National Data
1335
Retrieve Corporate, Project, and Department Avgs. for Level
1350
Corporate Data
1345
Display Variance Between Employee and National, Corporate, Project & Dept. Avgs.
1360
Revise?
1370
Yes
1372
1378
No
Next Employee
1390
More Employees?
1380
Yes
(Loop)
1385
1392
No
End
1395

Figure 13

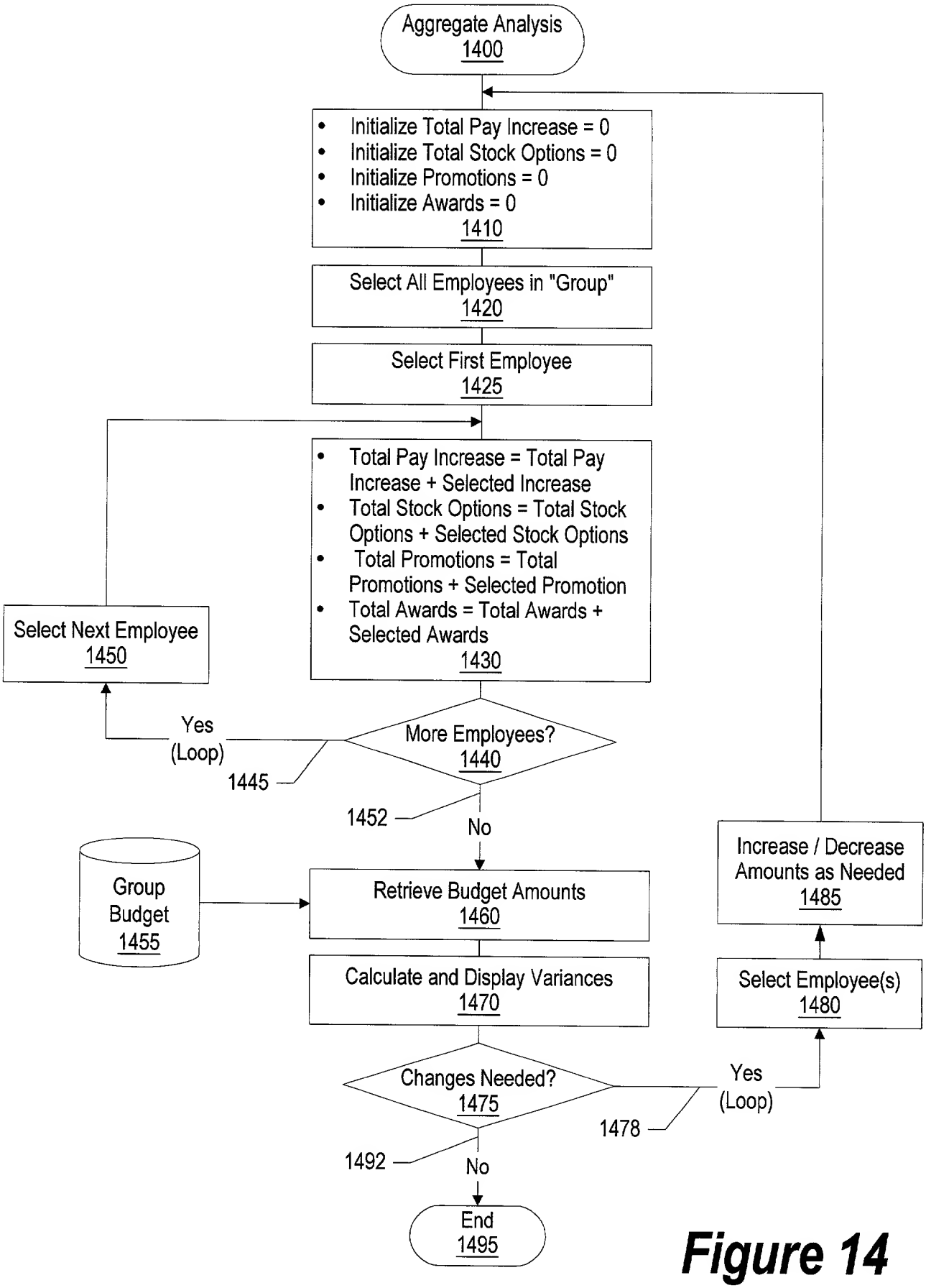
Aggregate Analysis
1400
• Initialize Total Pay Increase = 0
• Initialize Total Stock Options = 0
• Initialize Promotions = 0
• Initialize Awards = 0
1410
Select All Employees in "Group"
1420
Select First Employee
1425
• Total Pay Increase = Total Pay Increase + Selected Increase
• Total Stock Options = Total Stock Options + Selected Stock Options
• Total Promotions = Total Promotions + Selected Promotion
• Total Awards = Total Awards + Selected Awards
1430
More Employees?
1440
Yes
(Loop)
1445
No
1452
Select Next Employee
1450
Group Budget
1455
Retrieve Budget Amounts
1460
Calculate and Display Variances
1470
Changes Needed?
1475
Yes
(Loop)
1478
No
1492
Select Employee(s)
1480
Increase / Decrease Amounts as Needed
1485
End
1495

Figure 14

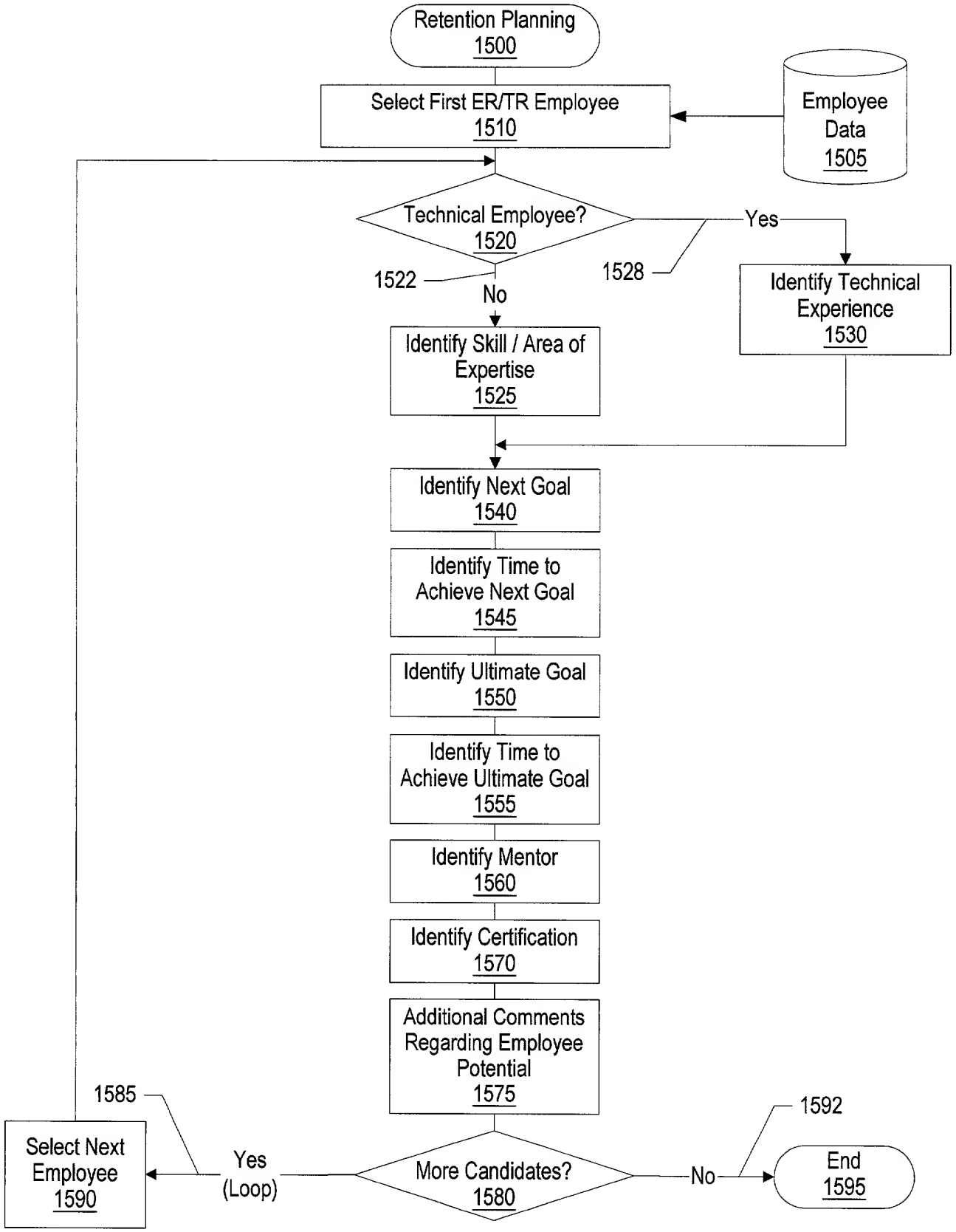
Retention Planning
1500
Select First ER/TR Employee
1510
Employee Data
1505
Technical Employee?
1520
Yes
1528
1522
No
Identify Technical Experience
1530
Identify Skill / Area of Expertise
1525
Identify Next Goal
1540
Identify Time to Achieve Next Goal
1545
Identify Ultimate Goal
1550
Identify Time to Achieve Ultimate Goal
1555
Identify Mentor
1560
Identify Certification
1570
Additional Comments Regarding Employee Potential
1575
1585
1592
Select Next Employee
1590
Yes
(Loop)
More Candidates?
1580
No
End
1595

Figure 15

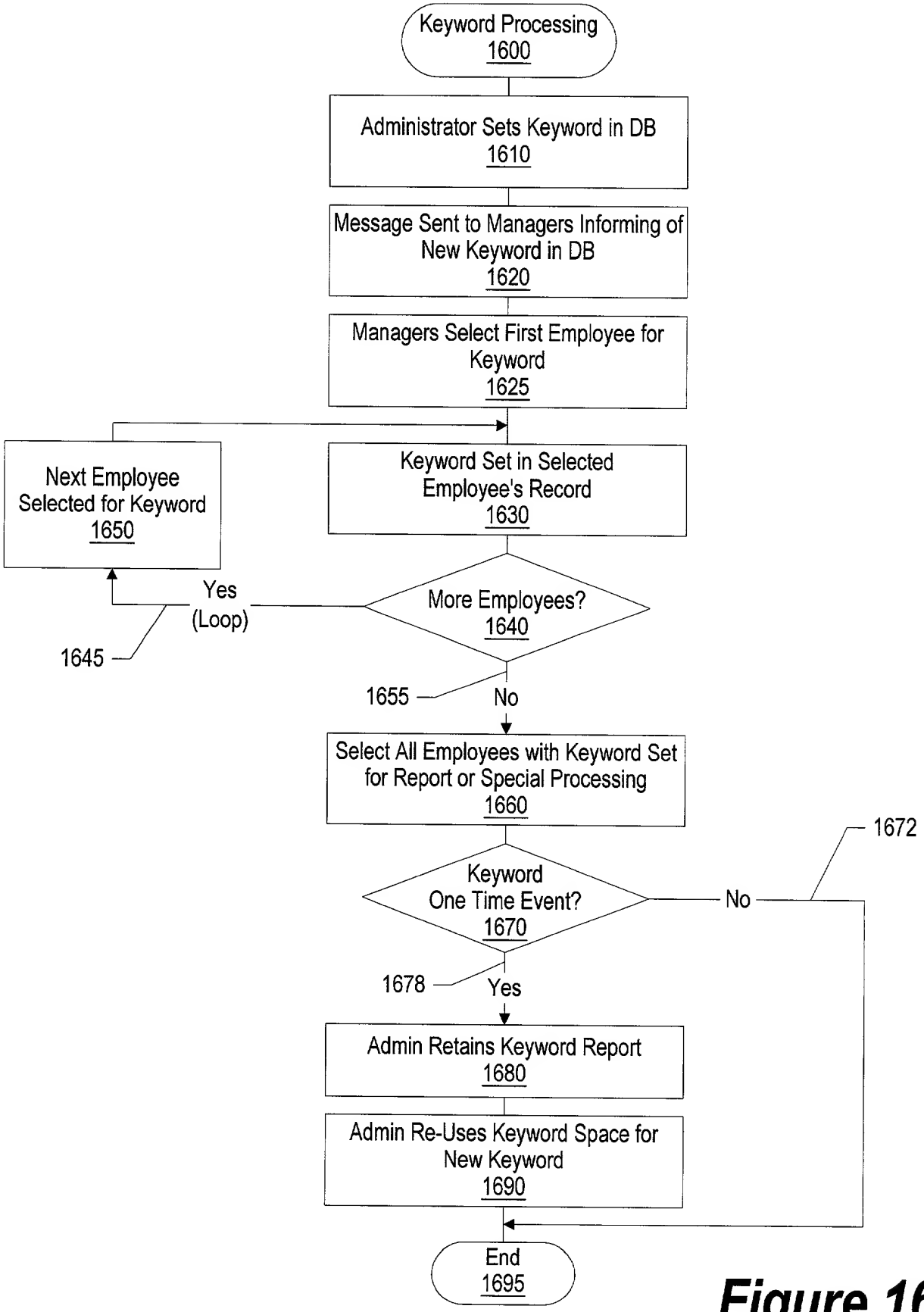
Keyword Processing
1600
Administrator Sets Keyword in DB
1610
Message Sent to Managers Informing of New Keyword in DB
1620
Managers Select First Employee for Keyword
1625
Keyword Set in Selected Employee's Record
1630
More Employees?
1640
Yes
(Loop)
1645
Next Employee Selected for Keyword
1650
1655
No
Select All Employees with Keyword Set for Report or Special Processing
1660
Keyword One Time Event?
1670
1672
No
1678
Yes
Admin Retains Keyword Report
1680
Admin Re-Uses Keyword Space for New Keyword
1690
End
1695

Figure 16

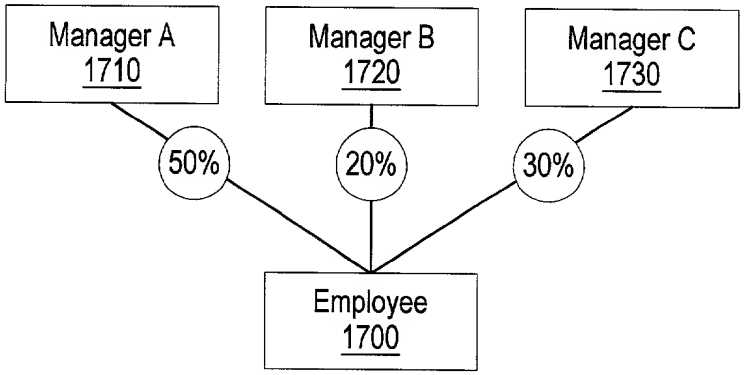

Figure 17a

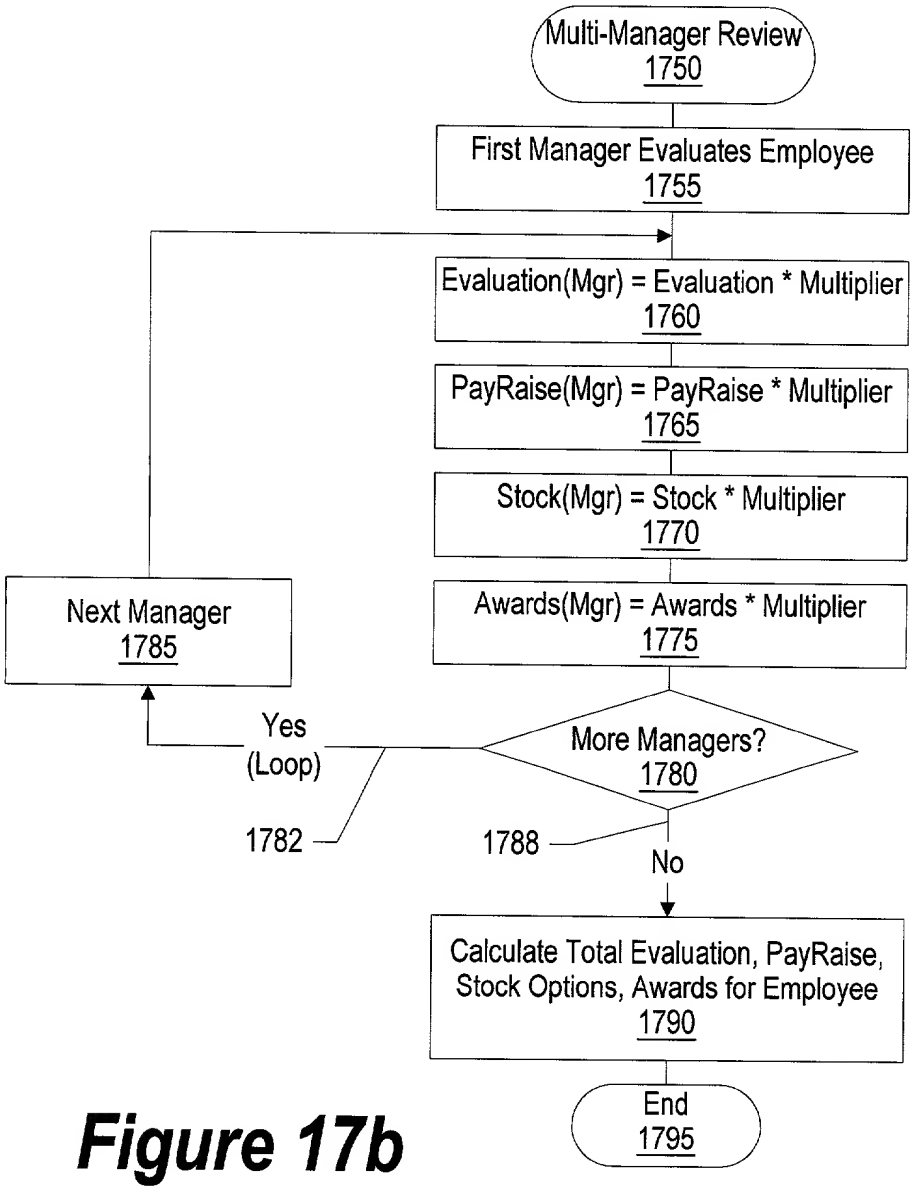

Figure 17b

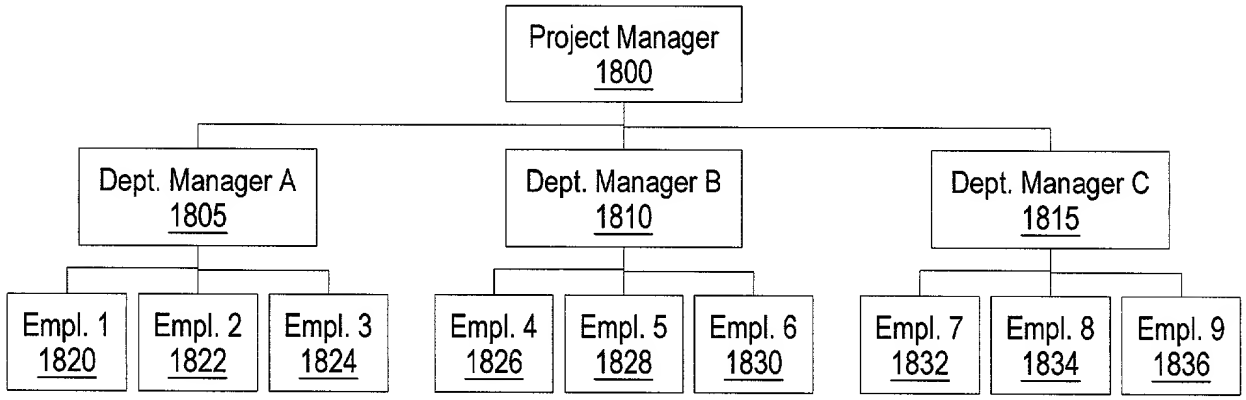

Figure 18a

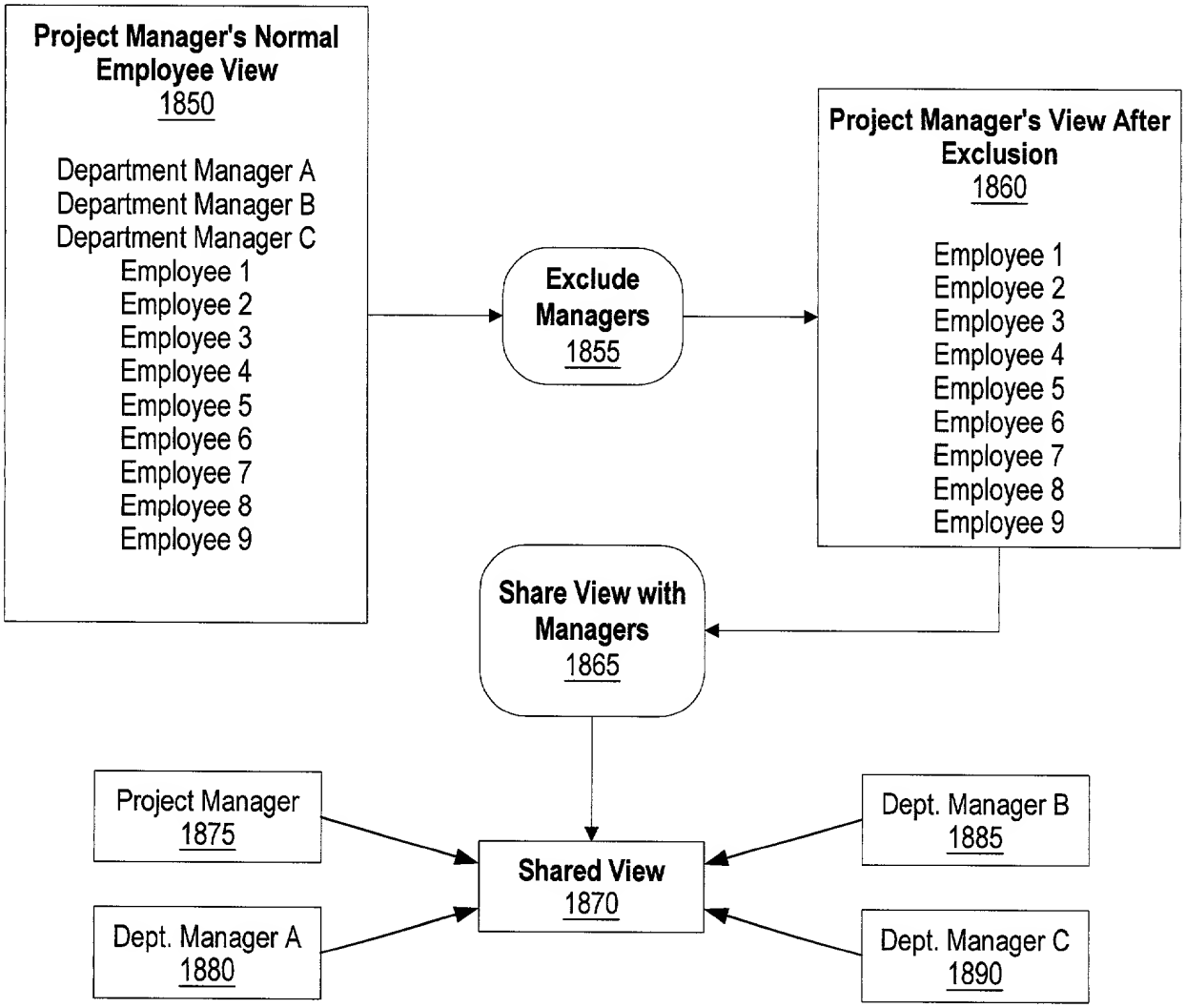

Figure 18b

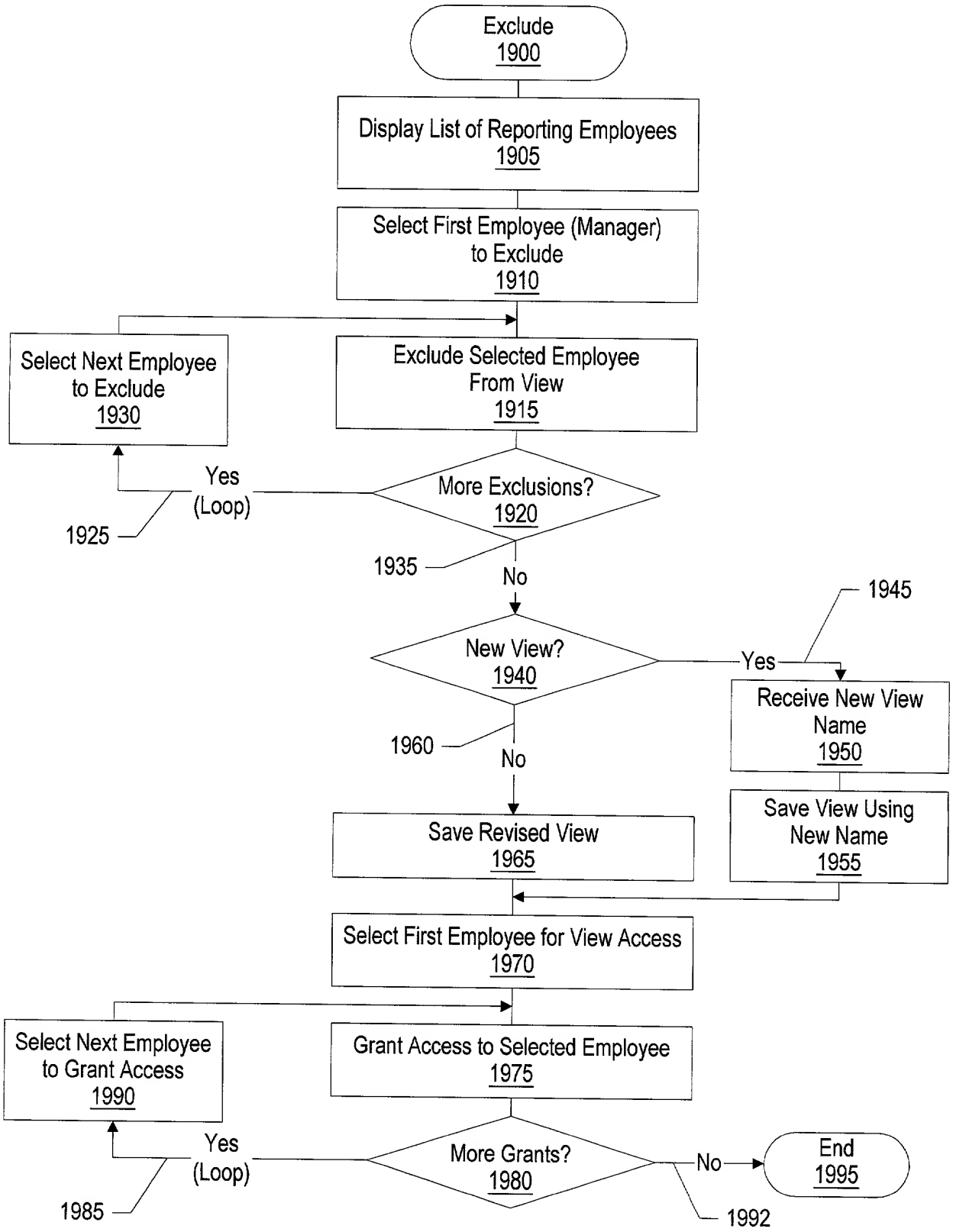
Exclude
1900
Display List of Reporting Employees
1905
Select First Employee (Manager)
to Exclude
1910
Exclude Selected Employee
From View
1915
More Exclusions?
1920
Yes
(Loop)
1925
Select Next Employee
to Exclude
1930
1935
No
New View?
1940
Yes
1945
Receive New View
Name
1950
1960
No
Save Revised View
1965
Save View Using
New Name
1955
Select First Employee for View Access
1970
Grant Access to Selected Employee
1975
More Grants?
1980
Yes
(Loop)
1985
Select Next Employee
to Grant Access
1990
No
1992
End
1995

Figure 19

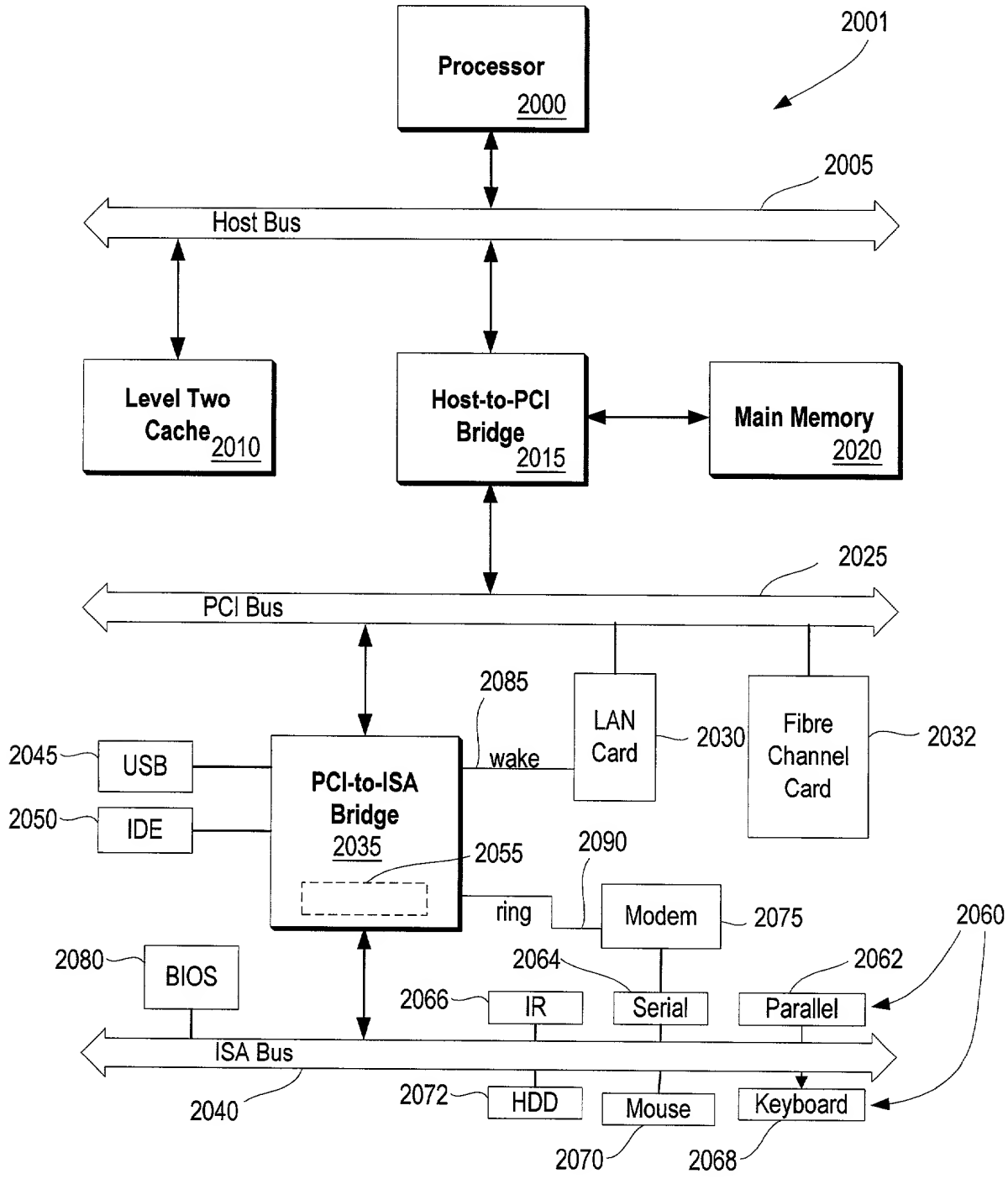
2001
Processor
2000
2005
Host Bus
Level Two
Cache
2010
Host-to-PCI
Bridge
2015
Main Memory
2020
2025
PCI Bus
2085
wake
LAN
Card
2030
Fibre
Channel
Card
2032
2045
USB
2050
IDE
PCI-to-ISA
Bridge
2035
2055
2090
ring
Modem
2075
2060
2080
BIOS
2064
2062
2066
IR
Serial
Parallel
ISA Bus
2040
2072
HDD
Mouse
Keyboard
2070
2068

Figure 20